

HR Department

Sexual Harassment Policy

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Sexual Harassment Policy

Sexual harassment is:

Any form of unwanted words and/or actions of a sexual nature that violate a person's body, privacy, or feelings and make that person feel uncomfortable, threatened, insecure, scared, disrespected, startled, insulted, intimidated, abused, offended, or objectified.

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Punishment of sexual harassment from the Iraqi Penal Code:

Article (396, 397) of the Iraqi Penal Code No. (111) for the year 1969 provides for this subject. Article 396 stipulates that: (1) A penalty of imprisonment for a term not exceeding seven years, or imprisonment for assault by force or threat or by any other means of dissatisfaction with the offer of a male or female person or a person who has initiated it. 2. If the person who committed the crime is under the age of eighteen years or the perpetrator of whom is referred to in paragraph (2) of Article 393 The punishment shall be imprisonment for a period of not more than ten years. "Article 397 states:" Anyone who assaults a person who is not a force or a threat or a trick to present a male or female person who has not attained the age of 18 years If the perpetrator referred to in paragraph (2) of Article 393 is a penalty of imprisonment for a term not exceeding seven years or imprisonment.

Sexual harassment can take many different forms and include one or more types at one time:

- Ogling: Staring or looking inappropriately at someone's body, body parts, and/or eyes.
- Facial expressions: Making any kind of facial expression (licking, winking, and opening the mouth) that suggest sexual intentions.
- Catcalls: Whistling, shouting, whispering, and any kind of sexually suggestive sounds/noises.
- Comments: Sexual remarks about someone's body or clothes or way of walking/behaving/working, telling sexual jokes or stories, suggestions that are sexual or offensive.
- Stalking or following: Following someone, close or at a distance, by foot or in a car, repeatedly or just once, or waiting outside someone's work/home/car etc.
- Sexual invites: Asking for sex, describing sexual acts or wishes, asking for phone numbers, dinner dates and other suggestions that are implicitly or explicitly sexual in nature.
- Unwanted attention: Interfering with someone's work or actions by seeking unwelcome contact, asking to socialize, making sexual demands in exchange for work or other benefits, giving gifts that are sexually suggestive, insisting on walking/driving someone home or to work in spite of refusal from the other person.
- Sexual photos: Showing sexual or private photos or pictures online or offline.
- Online: Repeatedly or occasionally sending unwanted, abusive, or obscene messages, comments, and/or photos and videos via email, instant messaging, on social media, forums, blogs, or online discussion boards.

- Phone calls: Making unwanted phone calls or sending text messages that are sexually suggestive or threatening.
- Touching: Unwanted touching, massaging, pinching, rubbing up against, standing too close, grabbing, groping and any kind of unwanted sexual gesture towards someone.
- Indecent exposure: Showing intimate body parts to someone, or masturbating in front of someone or in someone's presence.
- Threat: Threatening with any form of sexual harassment and/or assault (including rape.)
- Mob sexual harassment: Sexual harassment (any of the above categories) committed by large groups of people against one or more individuals.

Sexual harassment is a form of sexual violence. Other forms include:

- Sexual assault: Coerced and/or forced sexual acts such as kissing, undressing etc.
- Rape: Coerced and/or forced oral, anal, or vaginal penetration using body parts or other objects.
- Mob sexual assault/rape: Sexual assault (including rape), committed by large groups of people against one or more individuals.

Where?

Sexual harassment and other forms of sexual violence can take place anywhere, in both public and in private places, for example: the street, workplaces, public transportation, schools and universities, restaurants, malls, at home, in the company of others (family, relatives, and colleagues), online etc.

Who?

Harassers/perpetrators of sexual violence can be individuals or groups of men and/or women. The harasser can be a complete stranger or someone you know: an employer, employee, co-worker, customer, passerby, relative, family member, or a guest. The harassed can be individuals and groups of all kinds of women and/or men.

Important :

- 1- Sexual harassment is never okay.
- 2- Sexual harassment is a crime.
- 3- It is never up to the harasser to decide what counts as harassment and what does not.
- 4- Sexual harassment is never the fault of the harassed. To harass someone is a choice the harasser makes and regardless of what the harassed is wearing or doing, and this is never an excuse for sexual harassment. It is easy – the harassed is never, partially or fully, responsible for any sexual harassment that they are subjected to.

Ashur brick is committed to providing a safe environment for all its employees free from discrimination on any ground and from harassment at work including sexual harassment. Ashur brick will operate a zero tolerance policy for any form of sexual

harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment.

Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment.

All complaints of sexual harassment will be taken seriously and treated with respect and in confidence.

No one will be victimized for making such a complaint.

